REPORT RESUMES

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A STUDY OF EMPLOYMENT OPPORTUNITIES IN OFF-FARM AGRICULTURAL OCCUPATIONS IN ALABAMA.

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THE PURPOSE OF THE STUDY WAS TO ASCERTAIN THE NATURE AND EXTENT OF OFF-FARM AGRICULTURAL EMPLOYMENT OPPORTUNITIES IN THE STATE. BUSINESS FIRMS, OCCUPATIONS, OCCUPATIONAL CHARACTERISTICS, AND METHODS OF RECRUITMENT WERE IDENTIFIED. THE SAMPLES OF BUSINESS FIRMS WAS SELECTED FROM 20 SAMPLE COUNTIES. INTERVIEWERS CONTACTED 545 OF THE 638 FIRMS IN THE SAMPLE OF WHICH 87 PERCENT WERE PAYROLL FIRMS. THERE WERE 5,443 AGRICULTURAL BUSINESSES, INDUSTRIES, AND SERVICES OF 18 DIFFERENT TYPES OPERATING IN THE STATE. IN THE FIRMS CONTACTED, 16,983 PERSONS WERE EMPLOYED, WITH 4,204 ENGAGED IN OFF-FARM AGRICULTURAL OCCUPATIONS. THE MAIN CATEGORIES OF FIRMS EMPLOYING MOST PERSONNEL IN OFF-FARM AGRICULTURAL OCCUPATIONS WERE (1) FARM MACHINERY SALES AND SERVICE, (2) COTTON PROCESSING, SALES, AND WAREHOUSING, AND (3) FARM SUPPLY RETAIL STORES. THE CATEGORIES EMPLOYING THE FEWEST WERE FOOD PROCESSING AND DISTRIBUTION, DAIRY PRODUCTS MANUFACTURERS AND DISTRIBUTORS, MEAT PROCESSING AND WHOLESALE, AGRICULTURAL CHEMICAL MANUFACTURERS AND WHOLESALE, AND LUMBER AND WOOD PRODUCTS. THERE WERE 184 DIFFERENT OFF-FARM AGRICULTURAL OCCUPATIONS. AN 8 PERCENT INCREASE IN EMPLOYMENT OPPORTUNITY WAS PROJECTED FOR 5 YEARS HENCE. PROJECTION OF FIGURES FROM THE SAMPLE TO THE STATE POPULATION WOULD PLACE THE NUMBER OF PERSONS EMPLOYED IN OFF-FARM AGRICULTURAL OCCUPATIONS AT 49,447. THE STUDY INDICATED A NEED FOR (1) BROADENING THE VOCATIONAL AGRICULTURE PROGRAM, (2) IMPROVING COMMUNICATIONS BETWEEN VOCATIONAL AGRICULTURE ANDEMPLOYERS, (3) INSTRUCTION TO ACQUAINT STUDENTS WITH EXISTING EMPLOYMENT OPPORTUNITIES, (4) CONTINUING STUDY OF OPPORTUNITIES, AND (5) MORE TEACHER RESPONSIBILITY FOR PLACEMENT. (JM)

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A STUDY OF EMPLOYMENT OPPORTUNITIES IN OFF-FARM AGRICULTURAL OCCUPATIONS IN ALABAMA

A Cooperative Research Project Of

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Agricultural Education Service
Montgomery, Alabama

and

School of Education
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A STUDY OF EMPLOYMENT OPPORTUNITIES IN OFF-FARM AGRICULTURAL OCCUPATIONS IN ALABAMA

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A STUDY OF EMPLOYMENT OPPORTUNITIES IN OFF-FARM AGRICULTURAL OCCUPATIONS IN ALABAMA[1]

INTRODUCTION

In the United States today, approximately 10,000 secondary schools offer courses in Vocational Agriculture. These schools with 11,000 teachers provide systematic instruction to approximately 462,000 students. In contrast to national figures, there are approximately 22,800 students enrolled in vocational agriculture classes in Alabama.

Since the passage of the Smith-Hughes Act in 1917, programs of instruction in vocational agriculture have been largely designed to train persons for farming. Rapid technological advances in agricultural production have caused shifts in jobs formerly conducted on the farm to those performed in off-farm locations.

Agriculture has changed and is continuing to change rapidly. No longer does it describe only the people engaged in production agriculture, but it now includes off-farm agricultural occupations. Approximately ten per cent of Alabama labor force are farmers and farm workers while thirty per cent are processors, handlers and distributors of farm and forest products. Others are employed in agricultural education, research and services. It is important that educational programs in agriculture prepare a sufficient number of competent people for these agricultural occupations. Many of the agricultural competences needed by the worker in off-farm agricultural occupations could be developed or partly developed in the secondary school programs of vocational agriculture.

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[1] Part one of a two part study

Purposes of the Study

The central problem of the study was to ascertain the nature and extent of off-farm agricultural employment opportunities. The study involved the collection and analysis of data on positions being held by individuals in businesses, industries and agencies of an off-farm agricultural nature.

The following research problems were investigated in the attempt to resolve the central problem of the study:

A. What are the agricultural businesses, industries and services in Alabama by main product or service categories in:

1. farm machinery;
2. farm supplies and equipment;
3. poultry and livestock industries;
4. crop, forestry and conservation;
5. ornamental horticulture, recreation, and wildlife;
6. farm service and
7. professional occupations in agriculture?

B. What are the off-farm agricultural occupations existing in the categories of:

1. farm machinery;
2. farm supplies and equipment;
3. poultry and livestock industries;
4. crops, forestry, and conservation;
5. ornamental horticulture, recreation, and wildlife;
6. farm service and
7. professional occupations in agriculture?

C. What is the nature and extent of employment opportunities in off-farm agricultural occupations?

D. What are the occupational characteristics of off-farm agricultural occupations?

E. What are the methods used by businesses, industries, agencies and services in recruiting employees for off-farm agricultural employment?

Definition of Terms

The terms "off-farm agricultural occupations," "agricultural business" or "agricultural industry" used in the study refer to those occupations, businesses and industries that provide supplies and services to those individuals producing plants and animals. These plants and animals include those used for feed, food, fiber, shelter and pleasure. There were two primary factors considered in the classifying of the off-farm agricultural occupations, agricultural businesses and agricultural industries. The factors of a delimiting nature were: (1) what the worker did was the criterion used in classifying the occupation, not where the worker worked and (2) the agricultural businesses and industries were those businesses and industries that existed primarily for the purpose of providing supplies and services, either directly or indirectly, to those individuals producing plants and animals.

The term "mean," commonly called the average, refers to the sum of a series of numbers or measures divided by the number in the series.

The term "median" refers to the midpoint or middle number or measure in a series of numbers.

The term "mode" refers to the number or measure that occurs most frequently in a series of numbers or measures.

The term "average," although not used in this report, is a popular term used to express the arithmatical mean. In statistics however, "average" is the general term used for expressing any measure of central tendency; it could be either the mean, median or mode. Thus the term "average" has not been used in the writing of this report.

The term "range" refers to variability and is used in this report to reflect the lowest to highest measure.

The term "sample counties" refers to twenty counties selected at random from the counties in state from which the sample of businesses and industries contacted were drawn.

The term "contact sample" refers to the random percentage sample of the total businesses and industries in the twenty sample counties.

The Data

Data for the study were obtained from selected agricultural businesses, industries, agencies and services in the state; department heads of the School of Agriculture, Auburn University and division heads of the State Departments of Agriculture and Industries.

The sample of business and industries contacted in the study were selected at random from individual county listings of agricultural business and industries of twenty sample counties. The sample counties were selected at random from a population stratification by vocational agriculture supervisory districts. The counties in each district were stratified into population units of less than 25,000, 25,000 to 50,000 and 50,000 and above. Two counties were selected at random from the less than 25,000 category and one county from the 25,000 to 50,000 category in each of the five supervisory districts. Jefferson, Etowah, Montgomery and Mobile counties were selected from the 50,000 and above category due to their metropolis areas. One county in the central supervisory district was selected at random from the 50,000 and above category to make a total of twenty counties.

Procedure Used In Conducting The Study

The following procedure was followed in conducting the study:

1. Defined and clarified the terms off-farm agricultural occupation, agricultural business and agricultural industry.
2. Tentatively categorized off-farm agricultural occupations, businesses, and industries into seven broad categories.
3. Prepared a partial listing by categories of the off-farm agricultural occupations, businesses, and industries.
4. Prepared a list indicating sources of listings of agricultural companies, firms, organizations, agencies and services in Alabama.
5. Prepared forms to be used by teachers of vocational agriculture for the reporting of county agricultural companies, firms, organizations, agencies and services.
6. Categorized counties in the state by population.
7. Selected at random from the population stratification,

sixteen sample counties to be included in the study, excluding Jefferson, Etowah, Montgomery and Mobile.[2]

8. Secured from state and federal agencies listings of county personnel engaged in off-farm agricultural occupations.

9. Held meetings in each supervisory district with the teachers of vocational agriculture in the selected counties to explain the mechanics of the study and the methods and procedures to follow in securing the county listings of agricultural companies, firms, organizations, agencies and services.

10. Designed and pre-tested the instrument to be used by teachers of focational agriculture in the interviewing the owners, managers, personnel directors and/or supervisors of the businesses, industries and services.[3]

11. Selected an "nth" random contact sample of the businesses, industries and services to be interviewed in each county from the county listings.

12. Held meetings in each supervisory district with teachers of vocational agriculture to explain the mechanics and techniques to be used in conducting of interviews and assign contacts to be made by each teacher.

13. Interviewed the selected contact sample in each of the sample counties in the study.

14. Compiled and analyzed data.

PRESENTATION OF DATA

Agricultural Businesses, Industries and Services in Alabama

Table 1 reflects the types of agricultural businesses, industries and services operating in Alabama by main product or service categories. The eighteen types of firms or services listed are sub-divisions of the seven original broad categories included in the study.

Table 2 indicates the number of businesses and industries in Alabama by counties and main product or service categories. In general, the spread difference in the number of firms by main product

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[2] See Appendix A, page 88

[3] See Appendix D, page 93

Table 1. Agricultural Businesses, Industries, and Services In Alabama By Main Product or Service Categories

Main Product or Service Categories
Agricultural Chemical Manufacturers and Wholesales[1]
Dairy Products Manufacturers and Distributors
Crop Processing, Sales and Warehousing[2]
Farm Machinery and Equipment Manufacturers and Wholesales
Farm Machinery and Equipment Retail Sales and Service
Farm Service[3]
Farm Supply Retail Stores[4]
Feed Manufacturers and Wholesales
Flower Production and Sales
Food Processing and Distribution[5]
Government Agricultural Services[6]
Livestock Sales and Service[7]
Lumber and Wood Products[8]
Meat Processing and Wholesales[9]
Nursery Production, Sales and Landscaping Service

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[1] Fertilizers, herbicides, insecticides and gum and wood chemicals
[2] Farm products (raw materials)
[3] Does not include government agricultural services
[4] Includes hardware stores in non-metropolitan areas
[5] Includes canned and frozen food plants, flour mills, meat mills, and crop oil mills
[6] Includes state and federal agencies
[7] Includes stockyards and special services
[8] Includes pulp mills, logging, pulp-wood contractor, sawmills, planning mills, and forest nurseries
[9] Includes meat packing plants and freezer plants

Table 1 (continued)

Main Product or Service Categories

Ornamental Plant Service and Turf Care[10]

Pest Control Service

Poultry and Poultry Processing and Sales

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[10] Includes parks, cementaries, golf courses, country clubs and others

Table 2. Number of Agricultural Businesses and Industries in Alabama and Main Product or Service Categories

Counties	Number by main product or service categories (See footnote for categories)																	Totals
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Autauga	0	3	5	1	0	2	4	0	2	1	0	2	1	3	2	0	0	26
Baldwin	0	1	0	7	0	22	30	4	12	7	7	40	5	15	8	4	3	165
Barbour	2	3	11	7	0	20	26	8	6	5	3	50	1	1	0	1	20	164
Bibb	0	3	2	2	0	1	8	1	4	0	0	10	1	1	1	1	0	35
Blount	2	3	13	4	0	10	23	3	3	0	5	1	2	3	0	2	7	81
Bullock	0	0	3	2	0	2	3	2	2	1	0	4	0	2	0	0	1	22
Butler	0	0	2	4	0	1	3	4	2	0	0	10	1	1	1	3	0	32
Calhoun	1	4	5	5	0	15	20	2	16	0	3	21	6	5	6	7	1	117
Chambers	3	1	2	2	0	2	2	1	2	1	0	3	1	1	1	1	0	23
Cherokee	1	1	11	5	0	6	12	3	3	0	3	2	1	0	1	1	3	53
Chilton	5	5	3	3	0	1	10	4	4	8	1	22	1	3	0	2	1	73
Choctaw	2	1	3	4	0	5	9	2	12	0	1	12	1	1	1	2	0	56
Clarke	1	0	1	5	0	1	4	4	1	0	1	10	0	2	0	0	2	32
Clay	0	0	1	2	0	4	6	4	5	1	0	6	1	1	1	1	1	34
Cleburne	0	0	0	0	0	1	5	2	3	1	1	3	0	0	1	1	3	21
Coffee	0	2	4	5	0	7	15	0	4	2	3	14	2	5	1	2	0	66
Colbert	1	4	5	3	0	6	5	2	8	2	2	4	1	3	4	4	1	55
Conecuh	1	4	6	3	0	17	6	2	2	5	6	3	1	0	0	5	0	61
Coosa	0	1	0	2	0	1	3	2	1	1	2	5	0	0	1	1	1	21
Covington	0	4	3	5	0	1	19	3	7	4	5	13	1	5	2	2	1	75
Crenshaw	0	0	4	3	0	1	10	1	1	2	1	5	0	0	1	1	2	32
Cullman	3	5	19	5	0	40	7	19	8	4	5	8	6	9	0	5	10	153
Dale	5	0	4	3	0	4	8	6	2	3	2	9	3	3	2	4	2	60
Dallas	3	4	12	11	1	32	12	5	5	7	8	84	3	4	3	3	2	199

Table 2 (continued)

Counties	Number by main product or service categories (See footnote for categories)																	Totals
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
DeKalb	1	5	32	10	0	20	38	16	5	12	2	20	4	8	5	3	10	191
Elmore	0	0	4	0	0	9	15	4	7	1	0	15	2	2	3	0	0	62
Escambia	2	0	2	7	0	1	8	5	7	1	4	2	1	4	2	7	1	54
Etowah	1	2	4	3	0	1	6	1	5	3	12	4	12	4	3	7	3	71
Fayette	0	1	6	4	1	12	11	2	4	3	3	17	1	2	1	3	2	73
Franklin	1	1	5	7	0	10	14	8	7	1	5	8	5	2	0	3	10	87
Geneva	4	0	6	4	0	1	18	9	1	9	8	5	3	1	4	1	0	74
Greene	2	0	2	2	0	1	4	1	0	0	1	5	0	0	0	0	0	18
Hale	1	1	8	6	0	8	7	3	2	1	0	3	1	0	0	3	1	45
Henry	6	5	7	5	0	9	6	4	4	2	5	9	2	2	10	2	3	81
Houston	8	4	4	10	1	8	15	8	18	10	6	10	2	9	2	6	5	126
Jackson	0	2	8	4	0	3	10	6	6	6	1	7	0	2	3	2	2	62
Jefferson	18	32	5	6	0	5	21	3	106	11	35	24	26	39	13	26	31	401
Lamar	0	0	10	1	0	4	15	5	3	1	0	25	1	1	0	0	0	66
Lauderdale	2	8	7	5	0	4	8	8	10	7	6	11	2	4	0	7	2	91
Lawrence	1	0	7	6	0	3	7	2	2	0	4	1	0	1	1	2	3	40
Lee	1	1	1	1	0	3	3	0	4	1	0	4	1	4	4	3	1	32
Limestone	18	2	30	4	3	20	61	3	6	0	4	14	7	5	9	9	3	198
Loundes	0	0	2	1	0	1	3	0	1	0	0	3	0	0	0	1	1	13
Macon	4	0	4	3	0	4	8	0	3	0	1	3	0	1	1	1	1	34
Madison	6	6	26	11	1	7	10	8	9	7	2	21	3	30	40	5	3	195
Marengo	2	0	4	3	0	8	6	3	2	0	5	16	3	1	4	1	0	58
Marion	0	3	3	3	0	3	4	2	2	1	1	4	1	0	0	2	1	32
Marshall	7	1	4	9	0	15	15	16	4	0	11	20	4	8	1	6	8	129

Table 2 (continued)

Counties	Number by main product or service categories (See footnote for categories) 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	Totals
Mobile	13	19	0	5	0	8	11	5	27	23	30	32	9	34	11	22	11	260
Monroe	0	0	6	4	0	2	6	5	1	0	2	30	1	1	0	1	0	59
Montgomery	13	11	8	8	0	4	15	6	21	9	33	6	9	24	8	11	9	195
Morgan	3	7	17	10	0	45	20	9	12	5	8	20	7	11	7	3	3	187
Perry	1	0	4	2	0	4	5	1	1	3	3	2	0	0	1	2	1	30
Pickens	2	0	4	4	0	5	10	6	5	1	5	4	1	1	4	1	2	55
Pike	3	4	4	5	1	7	14	6	9	2	2	19	4	2	4	3	3	92
Randolph	0	1	3	4	1	3	14	6	6	5	1	6	1	0	0	0	0	51
Russell	2	0	0	1	0	2	3	0	8	1	3	15	0	3	1	1	1	41
Shelby	4	4	2	3	0	2	8	3	3	0	4	17	3	3	1	1	3	61
St. Clair	0	0	0	2	0	1	4	2	0	0	1	12	0	1	0	0	1	24
Sumter	0	0	3	1	0	3	3	1	2	0	1	3	0	0	1	0	0	18
Talladega	1	2	6	7	0	2	4	0	2	5	3	5	2	5	1	1	2	48
Tallapoosa	3	3	5	2	0	5	13	3	9	1	1	15	1	6	1	2	2	72
Tuscaloosa	11	12	3	6	3	6	16	18	21	3	5	14	5	16	9	6	2	156
Walker	3	3	4	3	0	5	8	10	0	2	1	44	1	5	2	2	2	95

Table 2 (continued)

Counties	Number by main product or service categories (See footnote for categories)																	Totals
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Washington	1	0	0	1	0	2	3	0	1	3	3	11	0	0	0	0	1	26
Wilcox	0	0	6	1	0	2	6	1	2	2	1	30	0	0	0	0	0	51
Winston	0	0	0	0	0	2	17	4	2	0	0	7	1	0	0	0	0	33
Totals	175	189	385	277	12	473	746	288	467	197	282	884	165	310	190	208	195	5,443

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1. Agri. chemical manuf. and wholesales
2. Dairy product manuf. and district.
3. Cotton processing sales and warehousing
4. Farm mach. and equip. retail sales and service
5. Farm mach. and equip. manuf. and wholesales
6. Farm service
7. Farm supply retail stores
8. Feed manuf. and wholesales
9. Flower production and sales
10. Food processing and distribution
11. Livestock sales and service
12. Lumber and wood products
13. Meat processing and wholesales
14. Nursery production sales and landscaping services
15. Ornamental plant service and turf care
16. Pest control service
17. Poultry and poultry processing and sales

Table 3. Mean, Median, Mode, and Range Number of Businesses by Main Product or Service Categories in Alabama Counties Excluding Those Counties with Metropolis Areas.

Headnote:

1. Agri. chemical manuf. and wholesales
2. Dairy product manuf. and dist.
3. Cotton processing sales and warehousing
4. Farm mach. and equip. retail sales and service
5. Farm mach. and equip. manuf. and wholesales
6. Farm service
7. Farm supply retail stores
8. Feed manuf. and wholesales
9. Flower production and sales
10. Food processing and distribution
11. Livestock sales and service
12. Lumber and wood products
13. Meat processing and wholesales
14. Nursery production sales, and landscaping services
15. Ornamental plant service and turf care
16. Pest control service
17. Poultry and poultry processing and sales

Descriptive	Number by main product or service categories (See headnote for categories)																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Mean	2	2	6	3	---	7	11	4	5	2	3	13	2	2	2	2	2
Median	1	1	4	4	0	4	8	3	4	1	2	9	1	2	2	1	1
Mode	0	0	4	3	0	1	8	2	2	0	1	3	1	0	1	1	1
Range	0-18	0-12	0-32	0-11	0-3	1-45	3-61	0-19	0-21	0-12	0-11	1-84	0-7	0-30	0-40	0-9	0-20

or service categories operating in individual counties was small. This is evident with exception of Jefferson, Mobile and Montgomery counties. These counties are three of the four counties in the state with metropolis areas. This small difference is also reflected in the computed measures of central tendency shown in Table 3. There was little variation between the mean, median and mode when the counties with metropolis areas were excluded. It will be noted that the largest variations in numbers of firms operating were in the main product or service categories of cotton processing, farm machinery manufacturing and wholesales, sales and warehousing; farm service, farm supply retail stores, flower production and sales, lumber and wood products.

Agricultural Businesses, Industries and Services in the Sample Counties. Table 4 reveals descriptive numerical and percentage data for the agricultural businesses, industries and services in the sample counties. There were a total of 1,680 firms operating in the twenty counties. The largest number of firms operating was in the category of livestock sales and service. This category was followed closely in number by the categories of flower production and sales and farm supply retail stores. The smallest number of firms operating was in the farm service category. Of the total 1,680 firms in all categories a random sample of 638 (37 per cent) was drawn. The interviewers contacted 545 (85 per cent) of the 638 in the sample. Of the total contacted 474 (87 per cent) were payroll firms.

Table 4. Agricultural Businesses and Industries in the Sample Counties by Main Product or Service Categories

Product or Service Categories	Number				Per Cent			
	Total Sample Counties	Contact Sample			Sample	Sample Contacted	Contacted Payroll	Firms in all categories
		Total	Contacted	Payroll[1]				
Agricultural Chemical Manufacturers and Wholesales	65	24	24	24	37	100	100	4
Dairy products manufacturers and distributors	87	27	21	21	31	77	100	5
Cotton processing, sales and warehousing	92	30	28	27	32	93	96	5
Farm machinery and equipment retail sales and service	82	42	40	39	51	95	97	5
Farm Service	44	21	20	18	48	96	90	3
Farm supply retail stores	203	81	73	56	38	90	76	12

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[1] Businesses with employee payrolls

Table 4 (continued)

Product or Service Categories	Number				Per Cent			
	Total Sample Counties	Contact Sample			Sample	Sample Contacted	Contacted Payroll	Firms in all categories
		Total	Contacted	Payroll				
Feed manufacturers and wholesales	63	32	30	26	51	93	86	4
Flower production and sales	213	41	36	18	19	87	50	12
Food processing and distribution	85	25	21	19	29	84	90	5
Livestock sales and service	181	120	118	93	55	98	79	12
Lumber and wood products	153	36	33	31	24	91	94	8
Meat processing and wholesales	71	28	21	16	39	75	76	4
Nursery production, sales and landscaping services	129	48	29	27	37	60	93	7

Table 4 (continued)

Product or Service Categories	Number				Per Cent			
	Total Sample Counties	Contact Sample			Sample	Sample Contacted	Contacted Payroll	Firms in all categories
		Total	Contacted	Payroll				
Ornamental plant service and turf care	62	26	23	23	41	88	100	4
Pest control service	93	24	18	11	25	75	61	5
Poultry and poultry processing and sales	87	33	29	27	37	87	93	5
Totals	1,686	638	545	474				
Firms in all categories					37	85	87	

Employment in Agricultural Businesses, Industries and Services. Table 5 shows the number and per cent of persons employed in the agricultural businesses, industries and services contacted in the sample counties by main product or service categories. There were 16,983 persons employed in the 747 payroll firms. Of the 16,983 persons employed, 14,026 were employed full-time; while 4,957 were part-time workers. Agricultural chemical manufacturers and wholesales employed the largest number while flower production and sales employed the smallest total number of workers. The number of full-time employees exceeded part-time employees in all categories except cotton processing, sales and warehousing.

Off-farm Agricultural Occupations. Table 6 reflects the number and per cent of persons employed in off-farm agricultural occupation in the 474 payroll firms contacted in the twenty sample counties. Of the total 16,983 employed, 4,204 (20 per cent) were employed in an agricultural occupation. Of the 4,204 persons employed, 830 were employed part-time. The categories with the largest number of persons employed indicated that only a small percentage of the persons were engaged in an agricultural occupation.

Data in Table 7 indicate that there were a total of 2,487 persons employed by the state and federal government in agricultural services. Of this total, 252 (10 per cent) were part-time employees of the State Department of Agricultural and Industries in regulatory and service functions. In referring to Table 7 one will note a sub-division category of education and research. This category consists of employees engaged in both functions.

Table 5. Number and Per cent of Person Employed in Agricultural Businesses, Industries and Services Contacted in the Twenty Sample Counties by Main Products or Service Categories[1]

Product or Service Categories	Total	Employed			
		Full-time		Part-time	
	Number	Number	Per cent	Number	Per cent
Agri. chemical manuf. and wholesales	3,554	3,239	92	315	8
Dairy products manuf. and dist.	1,889	1,810	96	79	4
Cotton processing, sales	2,310	947	41	1,363	59
Farm machinery and equip. retail sales and service	656	624	95	32	5
Farm service	195	137	70	58	30
Farm supply retail stores	616	463	75	153	25
Feed manuf. and wholesales	998	884	89	114	11
Flower production and sales	678	502	74	176	26
Food processing and dist.	314	201	64	113	36

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[1] Does not include those persons employed in government agricultural services

Table 5 (continued)

Product or Service Categories	Employed				
	Total	Full-time		Part-time	
	Number	Number	Per cent	Number	Per cent
Livestock sales and service	488	377	77	111	23
Lumber and wood products	2,844	2,735	96	109	4
Meat processing and wholesales	1,050	1,025	98	25	2
Nursery production, sales and landscaping service	349	235	67	114	33
Ornamental plant service and turf care	282	245	87	37	13
Pest control service	116	105	91	11	9
Poultry and poultry product processing and sales	644	497	78	147	22
Totals	16,983	14,026	--	2,957	--

Table 6. Number and Per Cent of Persons Employed in Off-farm Agricultural Occupations in the Businesses, Industries and Services Contacted in the Twenty Sample Counties by Main Products or Service Categories[1]

Product or Service Categories	Persons Employed by Firms						
		Agricultural Occupations[2]					
	Total Number	Total	% of Total Employed	Full-time No.	Full-time %	Part-time No.	Part-time %
Agricultural chemical manuf. and wholesales	3,554	204	10	177	50	175	50
Dairy products manuf. and distributors	1,889	357	18	342	97	15	3
Cotton processing, sales and warehousing	2,310	173	4	55	31	118	69
Farm machinery and equip. retail sales and service	656	622	95	573	92	49	8
Farm Service	195	115	59	80	70	35	30
Farm supply retail stores	616	492	80	388	82	104	18

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[1] Does not include government agricultural services
[2] See page 3 for definition

Table 6 (continued)

Product or Service Categories		Persons Employed by Firms					
		Agricultural Occupations					
	Total Number	Total	% of Total Employed	Full-time		Part-time	
				No.	%	No.	%
Feed manufacturers and wholesales	998	315	31	310	98	5	2
Flower production and sales	678	449	64	301	67	148	33
Food processing and dist.	314	64	19	51	80	13	20
Livestock sales and service	488	351	65	284	81	67	19
Lumber and wood products	2,844	188	7	187	99+	1	--
Meat processing and wholesales	1,050	149	14	146	99	3	1
Nursery production, sales and landscaping service	349	213	61	168	79	45	21
Ornamental plant service and turf care	282	92	32	77	84	15	16
Pest control service	116	64	55	60	94	4	6
Poultry and poultry processing and sales	644	208	32	175	84	33	16
Total	16,983	4,204	20	3,374	80	830	20

Table 7. Number and Per Cent of Persons Employed in Off-farm Agricultural Occupations by Federal Government, Auburn University and the State Department of Agriculture and Industries by Service Categories[1]

Service Categories	Employed				
	Total	Full-time		Part-time	
	Number	Number	Per cent	Number	Per cent
Education	685	685	100	0	0
Education and Research	223	223	100	0	0
Finance and Credit	99	99	100	0	0
Regulatory	424	296	70	128	30
Service	1,050	926	88	124	12
Total	2,481	2,229		252	

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[1] See Table 10 page 49 for occupations under each service category

Table 8 reflects a listing of the off-farm agricultural occupations found in Alabama. The 184 different occupations were categorized according to main product or service category firms.

Employment in Off-farm Agricultural Occupations. Data in Table 9 depicts the extent of employment in off-farm agricultural occupations in the 474 payroll firms contacted. The table indicates the degree of employment by occupational level within the main product or service categories. Table 10 reflects data similar to that revealed in Table 9. This table, however, reflects occupational data by service categories within state and federal government agricultural agencies.

Table 8. Off-farm Agricultural Occupations By Main Product Or Service Catagory

Agricultural Chemical Manufacturers and Wholesale

1. General Manager
2. Plant Superintendent
3. Sales Manager
4. Agronomists
5. Technical Fieldman
6. Educational Director
7. Plant Supervisor
8. Fertilizer Salesman
9. Insecticide and Herbicide Salesman
10. Plant Office Clerk
11. Warehouse Stock Clerk
12. Millwright[1]
13. Warehouse Serviceman[2]

Dairy Products Manufacturers and Distributors

14. General Plant Manager
15. Dairy Plant Supervisor
16. Route Supervisor
17. Dairy Technologist
18. Dairy Plant Fieldman
19. Bulk Tank Truck Driver
20. Dairy Products Salesman
21. Dairy Plant Worker

Cotton Processing, Sales and Warehousing

22. Gin and Warehouse Manager
23. Cotton Fieldman
24. Cotton Buyer
25. Gin and Warehouse Bookkeeper
26. Gin Operator[3]
27. Ginwright[1]
28. Ginner[4]
29. Warehouseman

Farm Machinery Retail Sales and Service

30. General Manager
31. Farm Machinery Service Center Manager
32. Farm Machinery Parts Manager
33. Farm Machinery Salesman
34. Farm Machinery Parts Clerk
35. Farm Machinery Business Bookkeeper
36. Farm Machinery Mechanic
37. Farm Machinery Field Mechanic

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[1] Worker that changes the layout and set-up of machines and mechanical equipment, keeps the machines and equipment in efficient operating condition and performs duties such as dismantling, moving, installing and repairing machines

[2] Worker performing a service for the benefit of another worker or customer

[3] Worker that tends machine that separate cotton from seed

[4] Worker performing semi-skilled duties entailing in the suction feeding, hydraulic pressing, etc. in cotton processing

Table 8 (continued)

Farm Supply and Equipment Retail Stores

38. Farm Supply and Equipment Store Manager
39. Farm Supply and Quipment Store Fieldman
40. Farm Supplies and Equipment Salesman
41. Farm Supply Store Sales Clerk
42. Farm Supply Store Bookkeeper
43. Farm Equipment Parts Clerk
44. Farm Supply Store Stock Clerk
45. Farm Equipment and Facilities Maintenance Man
46. Farm Supply Store Serviceman[2]

Feed Manufacturers and Wholesales

47. General Manager
48. Mill Manager
49. Mill Supervisor
50. Feed Salesman
51. Warehouse Stock Clerk
52. Feed Mill Operator
53. Feed Mixer Operator
54. Millwright[1]
55. Feed Mill Serviceman[2]

Farm Service

56. Feeding Unit Manager
57. Mobile Feed Mill Operator
58. Facilities Maintenance Man
59. Poultry Fieldman
60. Bulk Feed Truck Driver
61. Custom Work Business Manager
62. Custom Farm Machine Operator
63. Bulk Fertilizer Spreader Operator
64. Liquid Fertilizer Applicator Machine Operator
65. Seed Cleaner Operator
66. Rural Electrification Advisor
67. PCA Office Manager
68. PCA Field Representative

Flower Production and Sales

69. Florists

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[1] Worker that changes the layout and set-up of machines and mechanical equipment, keeps the machines and equipment in efficient operating condition and performs duties such as dismantling, moving, installing and repairing machines

[2] Worker performing a service for the benefit of another worker or customer

Table 8 (continued)

Food Processing and Distribution

70. General Manager
71. Plant Supervisor
72. Produce Buyer
73. Machine Operators
74. Graders
75. Millwright[1]

Government Agricultural Services

76. Agricultural Economist
77. Agricultural Engineer
78. Animal Scientist
79. Agronomist
80. County Agricultural Extension Agent
81. Entomologist
82. Forester
83. Ornamental Horticulturist
84. Plant Scientist
85. Soil Scientist
86. Teacher of Vocational Agriculture
87. Veterinarian
88. Wildlife Biologist
89. Farmer Home Administration Supervisor
90. Federal Land Bank Appraiser
91. Federal Land Bank Field Manager
92. Agricultural Chemical Inspector
93. Gin and Warehouse Inspector
94. Grain Sampler
95. Lands Inspector
96. Livestock Inspector
97. Milk Marketing Examiner
98. Plant Industry Inspector
99. Poultry Inspector
100. Poultry Products Inspector
101. Produce Inspector
102. Seed Analyst
103. Seed Technologist
104. Veterinarian Assistant
105. Wildlife Conservation Officer
106. Agricultural Journalist
107. ASCS Compliance Fieldman
108. ASCS District Fieldman
109. ASCS County Fieldman
110. ASCS County Office Manager
111. ASCS Program Specialist
112. ASCS Performance Checkers
113. Crop Insurance Fieldman
114. Cotton Classers
115. Forest Patrolman
116. Forest Towerman
117. Forest Rangers
118. Livestock Market Analyst
119. Market New Analyst
120. Park Ranger
121. Soil Conservationist
122. Soil Conservation Technician

Livestock Sales and Service

123. Stockyard Manager
124. Artificial Inseminator
125. Veterinarian
126. Veterinarian Assistant

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[1] Worker that changes the layout and set-up of machines and mechanical equipment, keeps the machines and equipment in efficient operating condition and performs duties such as dismantling, moving, installing and repairing machines

Table 8 (continued)

Livestock Sales and Service

127. Auctioneer
128. Livestock Buyer
129. Stockyard Clerk
130. Livestock Grader
131. Stockyard Weighmaster
132. Stockyard Sorter
133. Livestock Truck Driver

Lumber and Wood Products

134. Pulpwood Yard Manager
135. Sawmill Manager
136. Pole Yard Manager
137. Forester
138. Pulpwood Yard Supervisor
139. Woods Supervisor
140. Pole Treating Plant Supervisor
141. Timber Buyer
142. Timber Cruiser
143. Log Scaler
144. Millwright[1]
145. Rolling Equipment Operator
146. Lumber Checker
147. Lumber Grader
148. Pole Inspector
149. Stationary Equipment Operator
150. Timber Marker

Meat Processing and Wholesales

151. Plant Manager
152. Plant Supervisor
153. Livestock Buyer
154. Meat Salesman
155. Meat Cutter
156. Livestock Grader
157. Locker Plant Worker

Nursery Production, Sales and Landscaping Service

158. Nursery Manager
159. Landscape Gardener
160. Nursery Production Supervisor
161. Landscape Architect
162. Nursery Stock Salesman
163. Propagator
164. Nursery Production worker
165. Equipment Operator

Ornamental Plant Service and Turf Care

166. Landscape Gardner
167. Green Keeper
168. Park Ranger
169. Tree Surgeon

Pest Control Service

170. Pest Control Business Manager
171. Exterminator
172. Pest Control Route Salesman

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[1] Worker that changes the layout and set-up of machines and mechanical equipment, keeps the machines and equipment in efficient operating condition and performs duties such as dismantling, moving, installing and repairing machines.

Table 8 (continued)

Poultry and Poultry Product Processing and Sales

173. Hatchery Manager
174. Egg Processing Plant Manager
175. Poultry Meat Processing Manager
176. Poultry Fieldman
177. Hatchery Supervisor
178. Poultry Meat Processing Plant Supervisor
179. Poultry and Egg Salesman
180. Poultry and Egg Buyer
181. Hatchery Worker
182. Egg Candler
183. Poultry Meat Processor
184. Live Poultry Truck Driver

Table 9. Employment In Off-Farm Agricultural Occupations in Businesses and Industries Contacted in the Twenty Sample Counties by Main Products or Services

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time			Employed Part-time		
	Number			Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Agricultural Chemical Manufacturers and Wholesales						
Managerial						
General Manager	12	12	12	0	0	0
Plant Superintendent	12	12	12	0	0	0
Sales Manager	4	4	4	0	0	0
Technical						
Agronomists	2	3	4	0	0	0
Service						
Technical Fieldman	4	4	6	25	23	40
Educational Director	1	1	1	0	0	0

Note: Omissions in table (...) indicate data either not available or insufficient to report.

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Catégories	Employed Full-time			Employed Part-time		
	Number			Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Supervision						
Plant Supervisor	8	8	11	2	2	5
Sales						
Fertilizer Salesman	51	54	76	1	2	4
Insecticide and Herbicide Salesman	12	12	14	1	1	3
Clerical						
Plant Office Clerk	27	27	29	1	1	1
Warehouse Stock Clerk	12	12	16	6	8	10
Skilled						
Millwright	3	3	4	0	0	0
Warehouse Serviceman	13	13	16	102	126	175
Semi-skilled						
Warehouse Serviceman	12	12	16	11	12	14

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time			Employed Part-time		
	Number			Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Dairy Products Manufacturers and Distributors						
Managerial						
General Plant Manager	15	15	15	0	0	0
Supervision						
Dairy Plant Supervisor	40	36	38	0	0	0
Route Supervisor	4	5	7	0	0	0
Technical						
Dairy Technologist	20	18	19	0	0	0
Service						
Dairy Plant Fieldman	3	3	4	0	0	0
Bulk Tank Truck Driver	22	23	28	2	2	3
Sales						
Dairy Products Salesman	133	132	143	0	0	0

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time			Employed Part-time		
	Number			Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Skilled						
Dairy Plant Worker	103	104	117	9	13	18
Cotton Processing, Sales and Warehousing						
Managerial						
Gin and Warehouse Manager	27	27	27	0	0	0
Technical						
Cotton Fieldman	2	2	3	0	0	0
Sales						
Cotton Buyer	2	2	2	0	0	0
Clerical						
Gin and Warehouse Bookkeeper	1	1	1	6	6	6

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time			Employed Part-time		
	Number			Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Skilled						
Gin Operator	0	0	0	46	48	51
Ginwright	3	3	3	5	5	5
Semi-skilled						
Ginner	17	17	17	47	48	48
Warehouseman	3	3	3	7	13	13
Farm Machinery Retail Sales and Service						
Managerial						
General Manager	30	30	30	0	0	0
Farm Machinery Service Center Manager	14	14	14	0	0	0
Farm Machinery Parts Manager	9	9	9	0	0	0
Sales						
Farm Machinery Salesman	27	29	38	0	0	0

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time Number			Employed Part-time Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Clerical						
Farm Machinery Parts Clerk	29	32	39	2	5	8
Farm Machinery Business Bookkeeper	10	11	13	1	1	1
Skilled						
Farm Machinery Mechanic	85	95	133	8	12	18
Farm Machinery Field Mechanic	3	3	4	0	0	1
Semi-skilled						
Farm Machinery Mechanic	11	11	15	0	1	0
Farm Machinery Field Mechanic	21	22	44	0	0	0
Farm Supply and Equipment Retail Stores						
Managerial						
Farm Supply and Equipment Store Manager	62	62	64	0	1	2

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time			Employed Part-time		
	Number			Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Technical						
Farm Supply and Equipment Store Fieldman	2	4	6	0	0	0
Sales						
Farm Supplies and Equipment Salesman	35	35	43	2	3	3
Clerical						
Farm Supply Store Sales Clerk	64	64	83	5	6	11
Farm Supply Store Bookkeeper	3	4	4	0	0	0
Farm Equipment Parts Clerk	4	4	4	0	0	0
Farm Supply Store Stock Clerk	8	7	9	3	3	3
Skilled						
Farm Equipment and Facilities Maintenance Man	24	24	24	0	0	0
Farm Supply Store Serviceman	28	31	35	0	0	0

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time			Employed Part-time		
	Number			Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Semi-skilled						
Farm Equipment and Facilities Maintenance Man	0	0	0	0	0	0
Farm Supply Store Serviceman	41	36	48	47	49	59
Feed Manufacturers and Wholesales						
Managerial						
General Manager	27	26	34	1	0	0
Mill Manager	10	10	10	0	0	0
Supervisor						
Mill Supervisor	61	53	63	0	0	0
Sales						
Feed Salesman	124	129	152	1	1	1

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time			Employed Part-time		
		Current			Current	
	One Year Ago	Number	Expected in five years	One Year Ago	Number	Expected in five years
Clerical						
Warehouse Stock Clerk	10	10	15	0	0	0
Skilled						
Feed Mill Operator	56	3	3	0	0	0
Feed Mixer Operator	3	3	3	0	0	0
Millwright	1	1	1	0	0	0
Semi-skilled						
Feed Mill Serviceman	25	24	28	3	3	3
Farm Service						
Managerial						
Feeding Unit Manager	7	7	7	0	0	0
Farm Custom Work Business Manager	1	1	1	0	0	0

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time Number			Employed Part-time Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Service						
Rural Electrification Advisor	5	5	5	0	0	0
PCA Office Manager	...	20	20	..	0	0
PCA Field Representative	...	26	29	..	14	11
Poultry Fieldman	0	1	2	0	0	0
Skilled						
Mobile Feed Mill Operator	10	10	10	0	0	0
Facilities Maintenance Man	3	3	3	0	0	0
Bulk Feed Truck Driver	1	2	3	0	0	0
Custom Farm Machine Operator	0	1	4	2	3	5
Bulk Fertilizer Spreader Operator	4	4	4	4	5	6
Liquid Fertilizer Applicator						
Machine Operator	0	0	0	10	10	12
Seed Cleaner Operator	0	0	0	3	3	3
Flower Production and Sales						
Technical						
Florists	32	33	48	16	16	25

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time			Employed Part-time		
	Number			Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Food Processing and Distribution						
Managerial						
General Manager	14	14	14	0	0	0
Supervision						
Plant Supervisor	8	8	11	0	0	0
Sales						
Produce Buyer	6	6	9	2	2	2
Skilled						
Machine Operators	12	12	12	4	3	4
Graders	6	6	7	8	8	8
Millwright	5	5	7	0	0	0

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time Number			Employed Part-time Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Livestock Sales and Service						
Managerial						
Stockyard Manager	10	10	10	0	0	0
Technical						
Artificial Inseminator	5	7	8	1	1	1
Service						
Veterinarian	...	162	...	..	..	..
Veterinarian Assistant	...	78	123	..	..	..
Auctioneer	3	3	3	1	1	1
Sales						
Livestock Buyer	4	5	6	4	5	5
Clerical						
Stockyard Clerk	1	1	1	5	5	6

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time Number			Employed Part-time Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Clerical (continued)						
Livestock Grader	0	0	0	2	2	2
Stockyard Weighmaster	0	0	0	2	2	2
Semi-skilled						
Stockyard Sorter	14	14	14	51	51	51
Livestock Truck Driver	4	4	5	0	0	0
Lumber and Wood Products						
Managerial						
Pulpwood Yard Manager	3	3	3	0	0	0
Sawmill Manager	5	5	5	0	0	0
Pole Yard Manager	3	3	3	0	0	0
Technical						
Forester	36	37	51	0	0	0

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time			Employed Part-time		
	Number			Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Supervisor						
Pulpwood Yard Supervisor	27	28	28	0	0	0
Woods Supervisor	4	4	4	0	0	0
Pole Treating Plant Supervisor	3	3	4	0	0	0
Sales						
Timber Buyer	3	3	3	0	0	0
Skilled						
Timber Cruiser	8	8	8	0	0	1
Log Scaler	4	4	4	0	0	0
Millwright	4	4	4	0	0	0
Rolling Equipment Operator	38	44	50	1	1	2
Lumber Checker	1	3	5	0	0	0
Lumber Grader	1	2	2	0	0	0
Pole Inspector	1	2	4	0	0	0
Stationary Equipment Operator	14	18	18	0	0	0

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time Number			Employed Part-time Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Semi-skilled						
Timber Marker	16	16	19	0	0	0
Meat Processing and Wholesales						
Managerial						
Plant Manager	16	16	16	0	0	0
Supervisor						
Plant Supervisor	11	10	11	0	0	0
Sales						
Livestock Buyer	16	17	20	0	0	0
Meat Salesman	40	53	61	0	0	0
Skilled						
Meat Cutter	37	47	66	2	0	4 5
Livestock Grader	12	12	15	0	0	0
Locker Plant Worker	9	11	12	3	3	3

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time Number			Employed Part-time Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Nursery Production, Sales and Landscaping Service						
Managerial						
Nursery Manager	23	23	23	1	1	1
Technical						
Landscape Gardener	11	11	12	0	0	0
Supervisor						
Nursery Production Supervisor	14	14	14	0	0	0
Sales						
Nursery Stock Salesman	22	20	30	5	5	11
Skilled						
Propagator	11	11	13	3	3	6
Nursery Production Worker	52	55	68	24	24	39
Equipment Operator	2	2	2	0	0	0

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time Number			Employed Part-time Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Semi-skilled						
Propagator	33	33	33	0	0	0
Nursery Production Worker	1	1	3	12	12	15
Equipment Operator	1	1	3	0	0	0
Ornamental Plant Service and Turf Care						
Managerial						
Manager	11	11	11	0	0	0
Technical						
Landscape Gardener	20	20	22	5	5	6
Green Keeper	12	13	15	0	0	0
Park Ranger	8	7	10	2	2	..
Skilled						
Tree Surgeon	20	22	44	1	1	1

5

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time			Employed Part-time		
	Number			Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Semi-skilled						
Tree Surgeon	4	4	6	1	3	1
Pest Control Service						
Managerial						
Pest Control Business Manager	6	6	6	1	1	1
Technical						
Exterminator	33	42	62	0	1	0
Sales						
Pest Control Route Salesman	13	16	21	2	3	6
Poultry and Poultry Product Processing and Sales						
Managerial						
Hatchery Manager	8	8	8	0	0	0

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time Number			Employed Part-time Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Managerial (continued)						
Egg Processing Plant Manager	7	7	7	0	0	0
Poultry Meat Processing Manager	4	4	4	0	0	0
Technical						
Poultry Fieldman	4	6	10	0	0	0
Supervisor						
Hatchery Supervisor	8	8	8	0	0	0
Poultry Meat Processing Plant Supervisor	10	10	11	0	0	0
Sales						
Poultry and Egg Salesman	3	3	3	0	0	0
Poultry and Egg Buyer	3	3	5	2	3	5

Table 9 (continued)

Occupations by levels of Employment and Main Product or Service Categories	Employed Full-time Number			Employed Part-time Number		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Skilled						
Hatchery Worker	58	59	70	1	1	2
Egg Candler	61	60	72	3	5	6
Poultry Meat Processor	1	1	2	15	24	24
Semi-skilled						
Live Poultry Truck Driver	5	6	6	0	0	0

Table 10. Employment in Off-Farm Agricultural Occupations By State and Federal Agencies, Auburn University, and the State Department of Agriculture and Industries by Service Categories

Occupations by Service Categories	Employed Full-time			Employed Part-time		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Education						
County Agricultural Agents	230	225	249	0	0	0
Extension Supervisors and Specialist	84	88	122	0	0	0
Vocational Agriculture Teachers	362	359	415	0	0	0
Vocational Agriculture Supervisors and Specialists	11	10	...	0	0	0
Agricultural Journalist	3	3	5	0	0	0
Education and Research						
Agronomist	24	24	33	0	0	0
Veterinarian	35	38	44	0	0	0
Plant Scientist	40	40	48	0	0	0

Note: Omissions in table (...) indicate data either not available or insufficient to report.

Table 10 (continued)

Occupations by Service Categories	Employed Full-time			Employed Part-time		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Education and Research (continued)						
Entomologist	12	12	14	0	0	0
Agricultural Economists	14	15	20	0	0	0
Agricultural Engineering	17	17	...	0	0	0
Animal Scientist	33	34	41	0	0	0
Soil Scientist	12	12	13	0	0	0
Wildlife	9	9	11	0	0	0
Forester	19	19	23	0	0	0
Dairy Technologist	3	3	5	0	0	0
Finance and Credit						
Federal Land Bank Manager	23	23	23	0	0	0
Federal Land Bank Appraisal	...	7	7	0	0	0
FHA Supervisor	69	69	69	0	0	0
Regulatory						
Agricultural Chemical Inspector	6	6	8	0	0	0
Gin and Warehouse Inspector	16	19	20	0	0	0
Grain Sampler	5	5	...	0	0	0
Lands Inspector	4	4	6	0	0	0

Table 10 (continued)

Occupations by Service Categories	Employed Full-time			Employed Part-time		
	One Year Ago	Current	Expected in five years	One Year Ago	Current	Expected in five years
Regulatory (continued)						
Livestock Inspector	32	32	27	0	0	0
Milk Marketing Examiner	7	7	14	0	0	0
Plant Industry Inspector	21	22	36	0	0	0
Poultry Inspector	11	11	...	0	0	0
Poultry Products Inspector	12	12	...	0	0	0
Produce Inspector	36	36	51	125	125	150
Seed Analyst	15	15	20	0	0	0
Seed Technologist	2	2	2	0	0	0
Veterinarian	24	23	29	0	0	0
Veterinarian Assistant	0	0	0	4	3	4
Wildlife Conservation Officer	102	102	102	0	0	0
Service						
Agronomist	2	2	2	0	0	0
Agricultural Engineering	6	4	...	0	0	0
Agricultural Economist	1	1	...	0	0	0
Grain Sampler	5	5	...	0	0	0

Table 10 (continued)

Occupations by Service Categories	Employed Full-time One Year Ago	Employed Full-time Current	Employed Full-time Expected in five years	Employed Part-time One Year Ago	Employed Part-time Current	Employed Part-time Expected in five years
Service (continued)						
Forester	64	64	70	0	0	0
Livestock Inspector	4	5	7	0	0	0
Plant Industry Inspector	29	27	30	0	0	0
Seed Analyst	11	11	13	0	0	0
Wildlife Biologist	27	29	45	0	0	0
Wildlife Conservation Officer	102	102	102	0	0	0
Wildlife Refuge Manager	15	16	21	0	0	0
ASCS Compliance Fieldman	5	5	5	0	0	0
ASCS District Fieldman	6	6	6	0	0	0
ASCS County Fieldman	26	29	34	14	11	12
ASCS County Office Manager	67	67	67	0	0	0
ASCS Program Specialist	10	10	11	0	0	0
Crop Insurance Fieldman	2	3	4	70	70	70
Cotton Classers	3	3	4	12	14	14
Forest Aid	27	27	...	0	0	0
Forest Patrolman	140	140	...	0	0	0
Forest Towerman	86	86	...	0	0	0
Forest Rangers	72	72	...	0	0	0
Livestock Market Analyst	4	4	4	0	0	0
Park Ranger	11	12	18	0	0	0
Soil Conservationist	89	90	...	0	0	0
Soil Conservation Technician	87	85	...	0	0	0
Soil Scientist	18	21	...	0	0	0

Employment Opportunities in Off-farm Agricultural Occupations. Data in Table 11 indicate the extent of full-time and part-time employment opportunities in agricultural occupations by main product or service categories in the 474 payroll firms contacted. The replacement opportunities were calculated on the basis of the three per cent death and retirement factors used by major insurance companies and the Alabama State Bureau of Vital Statistics. It should be noted that the opportunities reflected, represent calculations from only 36 per cent of the firms operating in the twenty sample counties included in the study. Table 12 depicts similar employment opportunity data for state and federal government agricultural agencies.

Occupational Characteristics. Table 13 through 16 reflect data relative to occupational characteristics. These tables include data collected during interviews with employers. Much of the data is from estimated expressions. The expressed annual turn over and monthly salary are the compiled range expressed by all employers with persons employed in that occupation. The median salary was calculated from the range expressions.

Table 11. Extent of Full-time and Part-time Employment Opportunities in Agricultural Occupations in the Firms Contacted in the Twenty Sample Counties by Main Product or Service Categories

Main Product or Service Categories	Number Persons								
	A	B				C	D	E	F
	Total	Employed per firm				Increase over next five years	Annual Increase over next five years	Annual Replacement Opportunities over next five years[1]	Total Annual Replacement Opportunities[2]
		Range	Mean	Median	Mode				
Agricultural Chemical Manuf. and Wholesales	352	1-149	17.0	8	5	121	24	10	34
Dairy Products Manuf. and Distributors	357	2-113	15.0	10	11	35	7	10	17
Cotton Processing, Sales and Warehousing	173	1-25	6.4	5	5	6	1	5	6
Farm Mach. and Equip. Retail Sales and Service	622	3-22	8.2	8	8	96	19	8	27

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[1] Three percent of column A based on productive life factor of forty years
[2] Column D plus E

Table 11 (continued)

Main Product or Service Categories	Number Persons								
	A Total	B Employed per firm				C Increase over next five years	D Annual Increase over next five years	E Annual Replacement Opportunities over next five years	F Total Annual Replacement Opportunities
		Range	Mean	Median	Mode				
Farm Service	115	1-20	5.6	3	2	10	2	3	5
Farm Supply Retail Stores	492	1-32	5.2	3	2	65	13	9	22
Feed Manuf. and Wholesales	315	1-106	11.6	6	6	63	12	9	21
Flower Production and Sales	449	1-8	2.7	2	2	24	4	1	5
Food Processing and Dist.	64	1-19	4.3	3	2	10	2	2	4
Livestock Sales and Service	351	1-42	4.2	2	2	49	9	10	19
Lumber and Wood Products	188	1-80	7.5	4	2	51	10	5	15

Table 11 (continued)

Main Product or Service Categories	Number Persons								
	A	B				C	D	E	F
	Total	Employed per firm				Increase over next five years	Annual Increase over next five years	Annual Replacement Opportunities over next five years	Total Annual Replacement Opportunities
		Range	Mean	Median	Mode				
Meat Processing and Wholesales	149	1-32	6.8	5	4	59	11	4	15
Nursery Production, Sales and Landscaping Services	213	1-60	7.6	4	4	59	11	6	17
Ornamental Plant Service and Turf Care	92	1-15	3.6	2	2	25	5	2	7
Pest Control Service	64	1-15	5.8	5	4	32	6	1	7
Poultry and Poultry Processing and Sales	208	1-20	7.5	7	6	27	5	6	11
Totals	4,204					732	141	91	232

Table 12. Extent of Full-Time and Part-Time Employment Opportunities in Off-Farm Agricultural Occupations By State and Federal Government Agencies, Auburn University, and the State Department of Agriculture and Industries by Service Categories

Service Categories	Number Persons				
	A Currently Employed	B Expected Increase in five years	C Annual Increase over next five years	D Annual Replacement Opportunities[1]	E Total Annual Opportunities[2]
Education	685	116	23	20	43
Education and Research	223	28	5	6	11
Finance and Credit	99	0	0	3	3
Regulatory	424	83	16	12	28
Service	1,050	49	9	31	40
Total	2,481	276	53	72	125

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[1] Three per cent of column A. Based on productive life factor of forty years

[2] Column C plus column D

Table 13. Occupational Characteristics of Full-Time Employees in Agricultural Businesses and Industries Contacted in the Twenty Sample Counties by Main Product or Service Categories

Occupations by Main Product or Service Categories	Expressed annual turn over by employers[1]	Monthly Salary[2]			
		Start		Top	
		Range	Median	Range	Median
Agricultural Chemical Manufacturers and Wholesales					
General Manager	L	450-750	550	450-850	750
Plant Superintendent	L	350-850	550	450-650	700
Sales Manager	......	....	...	....	...
Agronomists	......	....	...	....	...
Technical Fieldman	......	....	...	....	...
Educational Director	......	....	...	....	...
Plant Supervisor	L	250-750	350	350-850	450
Fertilizer Salesman	H to L	250-650	350	350-850	550
Insecticide and Herbicide Salesman	M to L	....	...	....	...
Plant Office Clerk	M	250-550	300	450-650	600
Warehouse Stock Clerk	H to L	100-350	200	100-450	350

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[1] H denotes high, one employee in one to four years;
M denotes medium, one employee in five to ten years;
L denotes low, one employee in ten or more years.

[2] Some salaries indicate commissions and bonuses

Note: Omissions in table (....) indicate data either not available or insufficient to report.

Table 13 (continued)

Occupations by Main Product or Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Agricultural Chemical Manufacturers and Wholesales (continued)					
Millwright	L	....	...	....	...
Warehouse Serviceman	L	150-250	200	150-350	250
Dairy Products Manufacturers and Distributors					
General Plant Manager	M to L	350-850	550	350-850	650
Dairy Plant Supervisor	M to L	350-550	400	450-850	700
Route Supervisor	......	....	...	....	...
Dairy Technologist	H to L	350-450	350	350-650	500
Dairy Plant Fieldman	L	....	...	....	...
Bulk Tank Truck Driver	M	150-350	250	250-650	450
Dairy Products Salesman	H to L	250-450	350	350-850	550
Dairy Plant Worker	H to M	150-350	250	250-450	350
Cotton Processing, Sales and Warehousing					
Gin and Warehouse Manager	L	350-850	450	350-850	500
Cotton Fieldman	......	....	...	....	...
Cotton Buyer	......	....	...	....	...
Gin and Warehouse Bookkeeper	......	....	...	....	...

Table 13 (continued)

Occupations by Main Product or Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Cotton Processing, Sales and Warehousing (continued)					
Gin Operator	......	....	...	....	...
Ginwright	......	....	...	....	...
Ginner	L	150-250	200	250-350	300
Warehouseman	......	....	...	....	...
Farm Machinery Retail Sales and Service					
General Manager	L	350-650	400	450-850	600
Farm Machinery Service Center Manager	M to L	250-650	300	250-750	450
Farm Machinery Parts Manager	H to L	250-450	300	250-850	450
Farm Machinery Salesman	H to L	250-550	400	250-850	600
Farm Machinery Parts Clerk	H to L	150-450	200	200-750	350
Farm Machinery Business Bookkeeper	H to L	150-450	250	250-650	350
Skilled					
Farm Machinery Mechanic	H to L	200-350	250	250-650	400
Semi-skilled					
Farm Machinery Field Mechanic	......	100-250	200	100-350	250
Farm Machinery Field Mechanic	H	250-350	160	250-450	300

Table 13 (continued)

Occupations by Main Product or Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Farm Supply and Equipment Retail Stores					
Farm Supply and Equipment Store Manager	H to L	300-850	350	350-850	550
Farm Supply and Equipment Store Fieldman	......	....	...	....	...
Farm Supplies and Equipment Salesman	H to M	200-650	300	250-850	450
Farm Supply Store Sales Clerk	H to L	200-550	250	250-650	350
Farm Supply Store Bookkeeper	M	250-350	250	350-550	450
Farm Equipment Parts Clerk	......	....	...	....	...
Farm Supply Store Stock Clerk	......	250-550	300	250-550	350
Farm Equipment and Facilities Maintenance Man	H	250-450	300	250-550	400
Skilled					
Farm Supply Store Serviceman	H to L	250-350	250	250-550	300
Semi-skilled					
Farm Supply Store Serviceman	H to L	100-350	160	100-450	250
Feed Manufacturers and Wholesales					
General Manager	H to L	350-850	400	350-850	500
Mill Manager	H to L	250-450	250	250-750	400
Mill Supervisor	H to L	250-550	300	250-850	450

Table 13 (continued)

Occupations by Main Product or Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Feed Manufacturers and Wholesales (continued)					
Feed Salesman	H to L	300-850	400	350-850	600
Warehouse Stock Clerk	......	....	...	....	...
Feed Mill Operator	H to L	100-450	200	150-550	300
Feed Mixer Operator	......	....	...	....	...
Millwright	......	....	...	....	...
Feed Mill Serviceman	H tc M	100-250	200	150-450	250
Farm Service					
Feeding Unit Manager	......	....	...	....	...
Mobile Feed Mill Operator	......	....	...	....	...
Facilities and Maintenance Man	......	....	...	....	...
Poultry Fieldman	......	....	...	....	...
Bulk Feed Truck Driver	......	....	...	....	...
Farm Custom Work Business Manager	......	....	...	....	...
Custom Farm Machine Operator	......	....	...	....	...
Bulk Fertilizer Spreader Operator	......	....	...	....	...
Liquid Fertilizer Applicator Machine Operator	......	....	...	....	...
Seed Cleaner Operator	......	....	...	....	...
Rural Electrification Advisor	......	....	...	....	...

Table 13 (continued)

Occupations by Main Product or Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Flower Production and Sales					
Florists	H to L	200-350	200	250-550	250
Food Processing and Distribution					
General Manager	M to L	350-550	350	450-650	500
Plant Supervisor	L	250-550	300	250-650	400
Produce Buyer	M to L	250-450	250	350-550	350
Machine Operators	M	100-250	160	100-450	250
Graders	L	150-350	200	250-450	350
Millwright	......	150-250	200	250-350	300
Livestock Sales and Service					
Stockyard Manager	......	250-650	400	250-750	500
Artificial Inseminator	L	....	...	....	...
Veterinarian	......	....	...	....	...
Veterinarian Assistant	......	200-350	300	250-450	350
Auctioneer	......	....	...	....	...
Livestock Buyer	......	250-450	350	250-550	400
Stockyard Clerk	......	....	...	....	...
Livestock Grader	......	....	...	....	...

Table 13 (continued)

Occupations by Main Product or Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Livestock Sales and Service (continued)					
Stockyard Weighmaster	......	....	...	....	...
Stockyard Sorter	H	100-250	160	150-350	350
Livestock Truck Driver	H	150-350	200	150-450	300
Lumber and Wood Products					
Pulpwood Yard Manager	H	....	...	....	...
Sawmill Manager	......	....	...	....	...
Pole Yard Manager	......	....	...	....	...
Forester	H to M	350-550	450	350-850	650
Pulpwood Yard Supervisor	L	350-550	450	350-650	500
Woods Supervisor	......	....	...	....	...
Pole Treating Plant Supervisor	......	....	...	....	...
Timber Buyer	......	....	...	....	...
Timber Cruiser	......	250-450	300	350-550	400
Log Scaler	......	....	...	....	...
Millwright	L	....	...	....	...
Rolling Equipment Operator	L	150-450	250	250-450	350
Lumber Checker	......	....	...	....	...
Lumber Grader	......	....	...	....	...
Pole Inspector	......	....	...	....	...
Stationary Equipment Operator	......	....	...	....	...
Timber Marker	L	250-350	300	350-550	400

Table 13 (continued)

Occupations by Main Product or Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Meat Processing and Wholesales					
Plant Manager	L	350-850	500	450-850	600
Plant Supervisor	L	350-750	500	450-850	650
Livestock Buyer	M to L	350-650	400	450-850	500
Meat Salesman	M to L	350-650	450	450-850	650
Meat Cutter	H to L	200-450	400	200-550	300
Livestock Grader	••••••	•••••••	•••	•••••••	•••
Locker Plant Worker	H	150-450	250	250-450	300
Nursery Production, Sales and Landscaping Service					
Nursery Manager	M to L	300-850	400	350-850	450
Landscape Gardener	M to L	250-550	400	350-850	600
Nursery Production Supervisor	M to L	250-550	350	350-750	400
Landscape Architect	••••••	•••••••	•••	•••••••	•••
Nursery Stock Salesman	H to L	250-450	300	350-750	500
Propagator	M to L	200-350	300	250-650	350
Nursery Production Worker	H to L	100-350	160	200-350	250
Equipment Operator	••••••	•••••••	•••	•••••••	•••

Table 13 (continued)

Occupations by Main Product or Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Ornamental Plant Service and Turf Care					
Landscape Gardener	H to L	200-850	300	350-850	450
Green Keeper	M to L	250-450	300	350-550	400
Park Ranger	H to M	250-350	300	250-350	300
Tree Surgeon	H to M	150-450	250	250-550	400
Pest Control Service					
Pest Control Business Manager	••••••	•••••••	•••	•••••••	•••
Exterminator	H to L	250-450	300	350-550	400
Pest Control Route Salesman	M	250-650	450	450-850	650
Poultry and Poultry Product Processing and Sales					
Hatchery Manager	L	350-650	400	450-750	600
Egg Processing Plant Manager	••••••	350-650	400	450-750	450
Poultry Meat Processing Manager	M	350-450	400	650-750	700
Poultry Fieldman	••••••	•••••••	•••	•••••••	•••
Hatchery Supervisor	••••••	250-350	250	250-450	300
Poultry Meat Processing Plant Supervisor	L	250-550	300	350-650	450
Poultry and Egg Salesman	••••••	•••••••	•••	•••••••	•••
Poultry and Egg Buyer	••••••	•••••••	•••	•••••••	•••

Table 13 (continued)

Occupations by Main Product or Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Poultry and Poultry Product Processing and Sales (continued)					
Hatchery Worker	H to M	150-450	200	250-450	300
Egg Candler	H	100-350	200	200-450	300
Live Poultry Truck Driver	••••••	•••••••	•••	•••••••	•••

Table 14. Occupational Characteristics of Full-time Employees in Off-Farm Agricultural Occupations in the State and Federal Government Agencies in the Twenty Sample Counties, Auburn University, and the State Department of Agriculture and Industries by Service Categories

Occupations by Service Categories	Expressed annual turn over by employers[1]	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Education					
County Agricultural Agents	L	....	...	....	...
Extension Supervisors and Specialist	......	....	...	....	...
Extension Home Agents	M to L	....	...	....	...
Vocational Agriculture Teachers	M to L	....	...	....	...
Vocational Agriculture Supervisors and Specialist	......	....	...	....	...
Agricultural Journalist	M to L	350-750	500	750-850	850
Education and Research					
Agronomist	H to L	350-550	450	650-850	800
Veterinarian	M to L	550-850	750	750-850	850
Plant Scientist	M to L	450-750	550	850-850	850
Entomologist	......	....	...	....	...

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[1] H denotes high, one employee in one to four;
M denotes medium, one employee in five to ten years;
L denotes low, one employee ten or more years.

Note: Omissions in tables (....) indicate data either not available or insufficient to report.

Table 14 (continued)

Occupations by Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Education and Research (continued)					
Agricultural Economists	L	350-850	600	550-850	800
Agricultural Engineering	H	450-550	500	850-850	850
Animal Scientist	H to M	350-750	550	550-850	750
Soil Scientist	H to M	350-550	450	850-850	850
Wildlife Biologist	••••••	250-550	300	250-850	700
Forester	H to L	150-850	550	250-850	800
Dairy Technologist	L	250-350	300	350-450	400
Finance and Credit					
Federal Land Bank Manager	••••••	450-850	600	650-850	800
Federal Land Bank Appraisal	••••••	450-550	500	850-850	850
FHA Supervisor	L	550-650	600	850-850	850
Regulatory					
Agricultural Chemical Inspector	M	350-450	400	350-450	400
Gin and Warehouse Inspector	L	250-350	300	350-450	400
Grain Sampler	••••••	•••••••	•••	•••••••	•••
Lands Inspector	M	350-650	500	450-850	650
Livestock Inspector	L	250-650	450	350-750	550
Milk Marketing Examiner	M	350-450	400	450-550	500

Table 14 (continued)

Occupations by Service Categories	Expressed annual turn over by Employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Regulatory (continued)					
Plant Industry Inspector	H to L	250-850	400	250-850	600
Poultry Inspector	••••••	•••••••	•••	•••••••	•••
Poultry Products Inspector	••••••	•••••••	•••	•••••••	•••
Produce Inspector	H	350-850	650	450-850	700
Seed Analyst	H to L	250-650	450	350-850	600
Seed Technologist	••••••	•••••••	•••	•••••••	•••
Veterinarian	M to L	550-850	750	750-850	850
Wildlife Conservation Officer	L	350-750	550	650-850	800
Agricultural Journalist	••••••	•••••••	•••	•••••••	•••
ASCS Compliance Fieldman	L	350-450	400	450-550	500
ASCS District Fieldman	••••••	•••••••	•••	•••••••	•••
ASCS County Fieldman	••••••	•••••••	•••	•••••••	•••
ASCS County Office Manager	••••••	•••••••	•••	•••••••	•••
ASCS Program Specialist	M	350-850	600	450-850	650
Service					
Plant Industry Inspector	M to L	250-850	400	250-850	600
Poultry Inspector	••••••	•••••••	•••	•••••••	•••
Poultry Products Inspector	••••••	•••••••	•••	•••••••	•••
Seed Analyst	H to L	250-650	450	350-850	600

Table 14 (continued)

Occupations by Service Categories	Expressed annual turn over by employers	Monthly Salary			
		Start		Top	
		Range	Median	Range	Median
Service (continued)					
Seed Technologist	......	....	...	....	...
Veterinarian Assistant	......	....	...	....	...
Wildlife Conservation Officer	L	350-750	550	650-850	800
ASCS Compliance Fieldman	......	....	...	....	...
ASCS District Fieldman	......	....	...	....	...
ASCS County Fieldman	......	....	...	....	...
ASCS County Office Manager	......	....	...	....	...
ASCS Program Specialist	......	....	...	....	...
PCA Office Manager	M to L	350-850	650	550-850	800
PCA Field Representative	H to L	250-750	400	450-850	700
Crop Insurance Fieldman	M to L	350-750	500	350-850	550
Cotton Classers	L	750-850	800	850-850	850
Forest Patrolman	M	250-350	200	250-350	300
Forest Towerman	M	250-350	300	250-450	300
Forest Rangers	M	250-350	300	250-350	300
Livestock Market Analyst	M	250-350	300	350-450	400
Market New Analyst	......	....	...	....	...
Park Ranger	M	250-350	300	250-450	300
Soil Conservationist	L	....	...	....	...
Soil Conservation Technician	L	....	...	....	...

Table 15. Occupational Characteristics of Part-Time Employees in Businesses and Industries in the Twenty Sample Counties by Main Product or Service Categories

Occupations by Main Product or Service Categories	Mean months of employment	Expressed annual turn over by employers[1]	Monthly Salary[2]			
			Start		Top	
			Range	Median	Range	Median
Agricultural Chemical Manufacturers and Wholesales						
Skilled						
Warehouse Serviceman	3.5	H	150-250	200	150-450	300
Semi-skilled						
Warehouse Serviceman	4.0	H	150-350	250	250-450	350
Dairy Products Manufacturers and Distributors						
Dairy Plant Worker	4.0	......	150-350	250	250-450	350

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[1] H denotes high, one employee in one to four years; M denotes medium, one employee in five to ten years; L denotes low, one employee in ten or more years

[2] Some salaries indicate bonuses and commissions

Note: Omissions in table (....) indicate data either not available or insufficient to report

Table 15 (continued)

Occupations by Main Product or Service Categories	Mean Months of employment	Expressed annual turn over by employers	Monthly Salary			
			Start		Top	
			Range	Median	Range	Median
Cotton Processing, Sales and Warehousing						
Gin and Warehouse Bookkeeper	3.5	H to M	150-350	250	250-450	300
Gin Operator	3.5	H to L	150-550	250	150-650	400
Ginwright	6.0	L	150-450	300	350-650	500
Ginner	3.8	H	100-350	200	100-350	300
Warehouseman	3.0	......	150-250	200	150-350	250
Farm Machinery Retail Sales and Service						
Farm Machinery Parts Clerk	3.5	......	150-250	200	250-350	300
Farm Machinery Mechanic	5.1	H to M	100-350	200	250-550	400
Farm Supply and Equipment Retail Stores						
Farm Supply Store Sales Clerk	4.0	H	100-350	200	150-450	300
Farm Supply Store Serviceman	5.1	H to L	100-350	160	100-450	250
Feed Manufacturers and Wholesales						
Feed Mill Operator	7.0	......	100-450	200	150-550	300
Feed Mill Serviceman	4.0	H	150-250	200	250-450	350

Table 15 (continued)

Occupations by Main Product or Service Categories	Mean months of employment	Expressed annual turn over by employers	Monthly Salary			
			Start		Top	
			Range	Median	Range	Median
Farm Service						
Bulk Fertilizer Spreader Operator	3.0	......	100-250	160	150-250	200
Flower Production and Sales						
Florists	5.0	H	100-250	100	100-450	200
Livestock Sales and Service						
Livestock Buyer	5.3	H	150-250	200	150-350	250
Stockyard Clerk	5.6	H	100-350	200	100-350	200
Stockyard Weighmaster	2.5	......	250-450	350	250-650	450
Stockyard Sorter	9.7	H	100-250	160	100-350	200
Nursery Production, Sales and Landscaping Service						
Nursery Stock Salesman	3.0	......	250-450	350	450-550	500
Propagator	12.0	H	100-250	160	150-350	300
Skilled						
Nursery Production Worker	5.5	H	150-250	200	150-350	250

Table 15 (continued)

Occupations by Main Product or Service Categories	Mean months of employment	Expressed annual turn over by employers	Monthly Salary			
			Start		Top	
			Range	Median	Range	Median
Nursery Production, Sales and Landscaping Service (continued)						
Semi-skilled						
Nursery Production Worker	5.0	H	150-250	200	150-350	250
Ornamental Plant Service and Turf Care						
Landscape Gardener	4.0	......	100-250	160	150-350	250
Poultry and Poultry Product Processing and Sales						
Egg Candler	9.0	......	100-250	160	100-350	200

Table 16. Occupational Characteristics of Part-Time Employees in Off-Farm Agricultural Occupations in Agencies in the Twenty Counties, Auburn University, and the State Department of Agricultural and Industries by Service Categories

Occupations by Service Categories	Mean Months of Employment	Expressed annual turn over by employers[1]	Monthly Salary			
			Start		Top	
			Range	Median	Range	Median
Finance and Credit						
Regulatory						
Plant Industry Inspector	6.0	H to L	250-350	250	250-450	350
Produce Inspector	4.0	H	350-450	400	450-550	500
Veterinarian Assistant	2.0	H	450-550	500	450-550	500
ASCS Performance Checker	3.0	......	250-350	300	350-450	400
Crop Insurance Fieldman	...	M to L	350-450	400	350-450	400
Cotton Classers	...	L	350-650	500	350-650	550

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[1] H denotes high, one employee in one to four years;
M denotes medium, one employee in five to ten years;
L denotes low, one employee ten or more years.

Note: Omissions in tables (...) indicate data either not available or insufficient to report

Filling Vacancies in Off-farm Agricultural Occupations. Table 17 and 18 reflect data relative to filling vacancies in agricultural occupations. Data in Table 17 indicate degrees of difficulty in filling vacancies as expressed by the employers interviewed in the products or service categories for the various occupations. It will be noted that in general the more technical the occupation the greater the difficulty in filling the vacancy. This is true with the exception of managerial positions.

It is shown in Table 17 that the recruitment contacts used by most of the employees were recommendations of present employees and friends, and direct contact with persons in similar businesses.

Table 17. Degree of Difficulty in Filling Vacancies in Off-Farm Agricultural Occupations as Expressed by Employers Interviewed in the Business and Industries

Headnote:

1. No Difficulty
2. Some, but not much difficulty
3. Great difficulty
4. Extreme difficulty

Occupations by Main Product or Service Categories	Number of employers expressing (See headnote for degree) 1	2	3	4	Total
Agricultural Chemical Manufacturers and Wholesales					
General Manager	5	11	5	1	22
Sales Manager	7	6	4	0	17
Warehouse Stock Clerk	5	5	2	0	12
Warehouse Serviceman	7	3	2	0	12
Dairy Products Manufacturers and Distributors					
General Plant Manager	3	4	2	0	9
Dairy Plant Supervisor	4	2	1	0	7
Bulk Tank Truck Driver	4	1	0	0	5
Dairy Products Salesman	3	5	2	0	10
Dairy Plant Worker	4	6	1	2	13
Cotton Processing, Sales and Warehousing					
Gin and Warehouse Manager	0	8	1	0	9
Cotton Buyer	0	2	4	1	7
Gin and Warehouse Bookkeeper	1	8	1	0	10
Gin Operator	2	2	3	4	11
Ginwright	5	2	3	0	10
Ginner	4	11	1	0	15
Warehouseman	1	6	3	0	10

Table 17 (continued)

Occupations by Main Product or Service Categories	Number of employers expressing (See headnote for degree)				
	1	2	3	4	Total
Farm Machinery Retail Sales and Service					
General Manager	0	3	7	1	11
Farm Machinery Salesman	3	11	4	2	20
Farm Machinery Parts Clerk	2	13	9	4	28
Farm Machinery Business Bookkeeper	1	5	2	0	8
Farm Machinery Mechanic	6	7	18	17	48
Farm Machinery Field Mechanic	3	1	6	0	10
Farm Supply and Equipment Retail Stores					
Farm Supply and Equipment Store Manager	1	12	12	1	26
Farm Supplies and Equipment Salesman	4	13	5	0	22
Farm Supply Store Sales Clerk	8	12	4	0	24
Farm Supply Store Bookkeeper	0	5	3	0	8
Farm Supply Store Serviceman	12	12	0	0	24
Feed Manufacturers and Wholesales					
Mill Manager	5	14	7	1	27
Feed Salesman	0	4	1	0	5
Feed Mill Operator	1	12	6	0	19
Feed Mill Serviceman	14	14	0	0	28
Farm Service					
Poultry Fieldman	0	2	2	1	5
Custom Farm Machine Operator	0	2	4	1	7

Table 17 (continued)

Occupations by Main Product or Service Categories	Number of employers expressing (See headnote for degree)				
	1	2	3	4	Total
Flower Production and Sales					
Florists	1	2	7	8	18
Food Processing and Distribution					
General Manager	6	2	1	0	9
Plant Supervisor	1	2	4	0	7
Produce Buyer	0	5	1	1	7
Machine Operators	5	1	0	0	6
Graders	0	12	3	0	15
Livestock Sales and Service					
Stockyard Manager	3	2	1	0	6
Artificial Inseminator	0	2	2	0	4
Livestock Buyer	0	3	3	2	8
Stockyard Sorter	1	7	7	2	17
Livestock Truck Driver	2	2	0	0	4
Lumber and Wood Products					
Pulpwood Yard Manager	2	2	4	1	9
Sawmill Manager	2	8	4	0	14
Forester	6	4	1	1	12
Pulpwood Yard Supervisor	2	4	5	1	12
Timber Cruiser	2	3	3	0	8
Millwright	0	1	8	0	9
Rolling Equipment Operator					
Pole Inspector	1	4	2	0	7
Stationary Equipment Operator	5	8	13	0	26
Meat Processing and Wholesales					
Plant Manager	0	2	3	0	5
Plant Supervisor	0	1	4	0	5

Table 17 (continued)

Occupations by Main Product or Service Categories	Number of employers expressing (See headnote for degree)				
	1	2	3	4	Total
Meat Processing and Wholesales (continued)					
Meat Salesman	1	3	4	0	8
Meat Cutter	0	4	7	0	11
Locker Plant Worker	2	5	8	0	15
Nursery Production, Sales and Landscaping Service					
Nursery Manager	2	4	6	4	16
Landscape Gardener	0	13	15	3	31
Propagator	0	2	6	1	9
Nursery Production Worker	3	4	5	2	14
Ornamental Plant Service and Turf Care					
Green Keeper	0	0	3	4	7
Tree Surgeon	0	0	5	3	8
Exterminator	1	3	7	0	11
Pest Control Route Salesman	3	3	0	1	7
Poultry and Poultry Product Processing and Sales					
Hatchery Manager	1	4	3	0	8
Egg Processing Plant Manager	1	4	0	0	5
Hatchery Supervisor	0	4	2	0	6
Poultry Meat Processing Plant Supervisor	1	3	1	0	5
Poultry and Egg Buyer	1	2	2	0	5
Hatchery Worker	1	4	7	0	12
Egg Candler	6	2	2	0	10
Poultry Meat Processor	0	9	1	0	10
Live Poultry Truck Driver	6	3	3	0	12

Table 18. Recruitment Procedures Used by the Contacted Firms to Fill Vacancies in Agricultural Occupations

Contacts	Number of firms using	Per cent of total firms using[1]
State Employment Service	67	15
College Employment Bureaus	34	7
High Schools	87	19
Advertisements in Newspapers	32	7
Advertisements in Trade Journals	8	1
Direct contact with persons in similar businesses	291	64
Recommendation of friends	326	71
Recommendations of present employees	428	94
Others	10	1

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[1] Percentage base: 455 businesses

SUMMARY OF FINDINGS

1. There were eighteen different types of off-farm agricultural businesses, industries and services operating in the state.

2. There were 5,443 agricultural businesses, industries and services operating in the state.

3. The greatest number of firms operating in the twenty sample counties were in the main product or service categories of livestock sales and services; flower production and sales; farm supply retail stores; lumber and wood products; and nursery production, sales and landscaping services.

4. There was no definite recognizable pattern as to the number of businesses, industries or services operating in the individual counties. There was however a small degree of variation in the numbers of businesses, industries and services in the various main product or service categories in the non-metropolis counties.

5. The businesses, industries and services employing the largest total number of persons in the firms contacted were, in descending order, agricultural chemical manufacturers and wholesales, lumber and wood products, dairy products manufacturers and distributors, meat processing and wholesales, feed manufacturers and wholesales, poultry and poultry products processing and sales and farm supply retail stores.

6. Of the 16,983 persons employed by firms contacted in all main products or service categories, 4,204 or 20 per cent were engaged in off-farm agricultural occupations.

7. There were approximately 2,481 persons employed in the federal and state government agricultural agencies in the state.

8. The main product or service category firms contacted with more than 75 per cent of the total employees engaged in an off-farm agricultural occupation were, in descending order, farm machinery and equipment retail sales and service; cotton processing, sales and warehousing; and farm supply retail stores.

9. The main product or service category firms contacted with more than 50 but less than 75 per cent of the total employees engaged in off-farm agricultural occupations were, in descending order, farm service; flower production and sales; livestock sales and service; nursery production, sales and landscaping service; and pest control service.

10. The main products or service category firms contacted with less than 20 per cent of the total employees engaged in off-farm agricultural occupations were, in descending order, food processing

and distribution, dairy products manufacturers and distributors, meat processing and wholesales, agricultural chemical manufacturers and wholesales and lumber and wood products.

11. The government agency employing the largest number of persons in off-farm agricultural occupation was the agricultural service function of the State Department of Agriculture and Industries.

12. There were 184 different off-farm agricultural occupations found in the twenty sample counties.

13. In general, employers expressed a higher degree of annual turn over for employees in the semi-skilled occupations.

14. In general, part-time employment was prevalent in those businesses, industries and services contacted that provide main products or services on a seasonal basis.

15. In general, employees contacted expressed a high degree of annual turn over for part-time employees.

16. Using a productive life factor of forty years and the data collected from employers contacted, a projected eight per cent increase can be expected in the number of opportunities available in off-farm agricultural occupations five years hence in the sample counties.

17. Data collected indicate very little (if any) increase in employment opportunities in occupation at the semi-skilled level in the sample counties.

CONCLUSIONS

On the basis of the data collected, the following conclusions

drawn:

1. Based on the 5,443 businesses, industries and services operating in the state and the percentage figures of payroll firms in the sample counties, an estimate of payroll firms in the state associated with agriculture would be 4,483.[1]

2. Based on the mean number of persons employed by firms associated with agriculture in the sample counties and the total estimated payroll businesses of 4,483, an estimated persons employed in payroll firms would be 49,447 excluding those in farm machinery manufacturers and wholesales.[2]

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[1] See Appendix B, page 89

[2] See Appendix B, page 89

3. Based on the expressed opinions of employees, 20 per cent of the total persons employed in businesses, industries and services associated with agriculture need an agricultural background or training.

4. There are approximately 184 different off-farm agricultural occupations in the state.

5. Based on the model number of employees engaged in off-farm agricultural occupations in the 474 payroll firms plus the number of persons (2,481) employed in state and federal agencies, a conservative estimate of the total number of persons engaged in off-farm agricultural occupations in Alabama would be 19,426.[3]

6. Based on a productive life factor of forty years (three per cent death and retirement rate) and the annual replacement opportunity percentage derived from the firms contacted in the sample counties, a total annual replacement estimate five years hence for persons engaged in agricultural occupations in firms in the state associated with agriculture would be 1,359.

7. Based on a productive life factor of forty years (three per cent death and retirement rate) the total annual replacement opportunities in off-farm agricultural occupations for state and federal government agencies would be approximately 125 persons.

8. Business, industries and services have no definite procedure for locating and recruiting new employees in agricultural occupations.

IMPLICATIONS

Based on the data and conclusions drawn, the following implications seem appropriate:

1. Vocational agriculture should broaden its instructional program to include education for off-farm agricultural occupations.

2. Vocational agriculture should strive to improve its communications with businesses and industries that provide supplies and services to farmers and other producers of plants and animals.

3. Vocational agriculture should include instruction to acquaint students with the existing employment opportunities, occupational

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[3] See Appendix B, page 89

characteristics and the pre-employment educational needs for off-farm agricultural occupations. The instruction should be in terms of actual well-defined occupations.

4. Local department of vocational agriculture should determine the number of employment opportunities available in their service area.

5. Teachers of vocational agriculture should assume the responsibility in the placement of high school vocational agriculture graduates.

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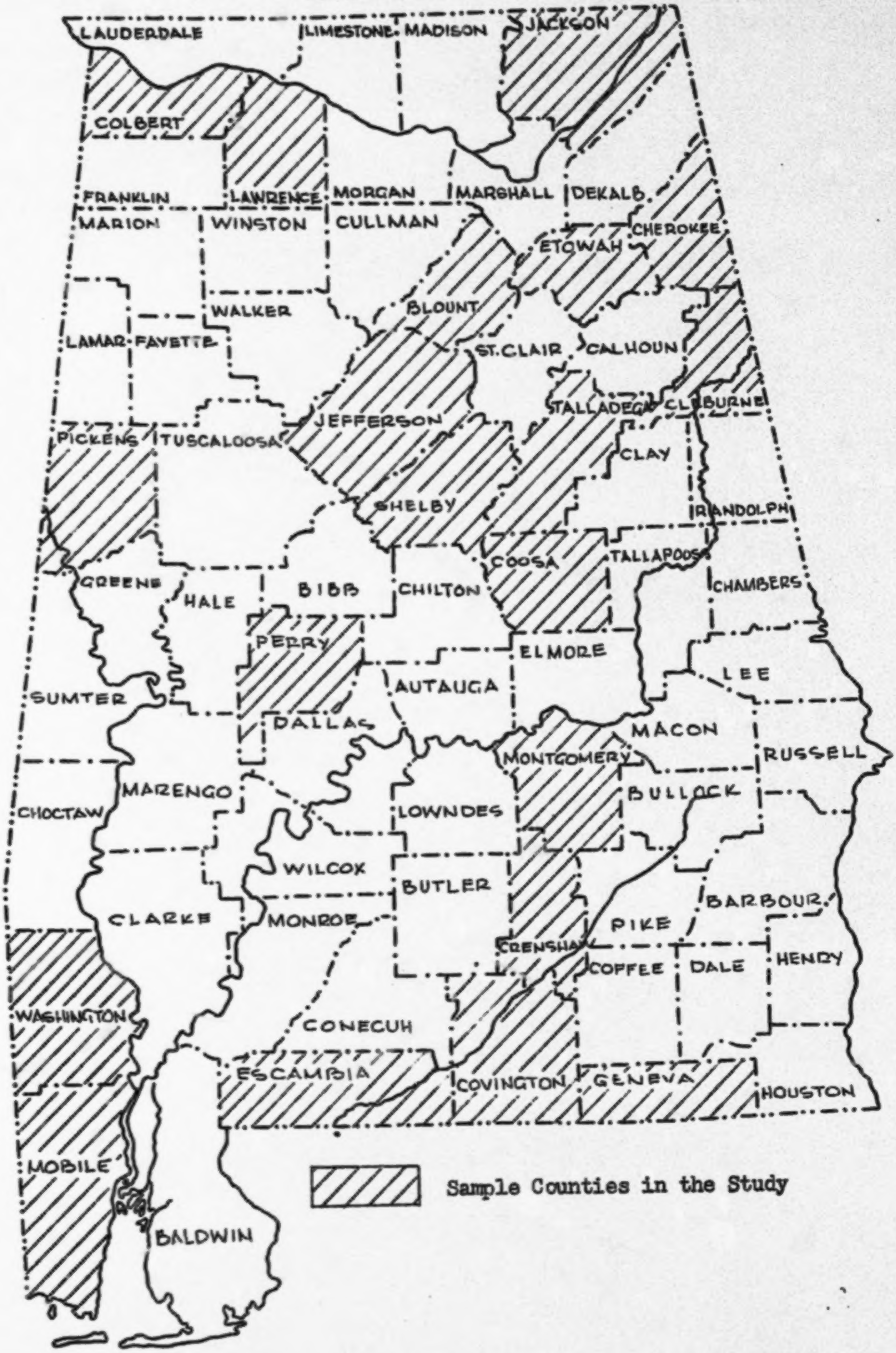
APPENDIX A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LIMESTONE
MADISON
JACKSON
COLBERT
FRANKLIN
LAWRENCE
MORGAN
MARSHALL
DEKALB
MARION
WINSTON
CULLMAN
CHEROKEE
ETOWAH
WALKER
BLOUNT
LAMAR
FAYETTE
ST. CLAIR
CALHOUN
JEFFERSON
TALLADEGA
CLEBURNE
PICKENS
TUSCALOOSA
CLAY
SHELBY
RANDOLPH
COOSA
TALLAPOOSA
GREENE
HALE
BIBB
CHILTON
CHAMBERS
PERRY
ELMORE
LEE
AUTAUGA
SUMTER
DALLAS
MACON
MONTGOMERY
RUSSELL
MARENGO
BULLOCK
CHOCTAW
LOWNDES
WILCOX
BUTLER
BARBOUR
CLARKE
MONROE
PIKE
CRENSHAW
COFFEE
DALE
HENRY
WASHINGTON
CONECUH
ESCAMBIA
COVINGTON
GENEVA
HOUSTON
MOBILE
BALDWIN
▨ Sample Counties in the Study

APPENDIX B

ESTIMATED NUMBER OF AGRICULTURAL PAYROLL BUSINESSES AND WORKERS EMPLOYED IN THOSE BUSINESSES IN ALABAMA BY MAIN PRODUCT OR SERVICE CATEGORIES USING PER CENT OF PAYROLL FIRM AND MEAN NUMBER OF PERSONS EMPLOYED BY BUSINESSES IN THE TWENTY SAMPLE COUNTIES AS A BASE*

Main Product or Service	Total Number in State	Estimated Number of Payroll Firms Based on Per cent in Sample	Mean Number of Workers in Firms in the Sample	Estimated Number of Workers in Firms in the State**
Agricultural Chemical Manufacturers and Wholesales	175	175	54	9,540
Dairy Products Manufacturers and Distributors	189	189	21	3,969
Cotton Processing, Sales and Warehousing	385	369	6	2,144
Farm Machinery and Equipment Retail Sales and Service	277	268	8	2,680
Farm Service	473	435	5	2,175
Farm Supply Retail Stores	746	564	3	1,692
Feed Manufacturers and Wholesales	288	247	18	4,606
Flower Production and Sales	467	233	3	699
Food Processing and Distribution	197	177	4	708
Livestock Sales and Service	282	222	3	666

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* Excludes farm machinery manufacturers and wholesales

** Includes full-time and part-time

APPENDIX B (continued)

Main Product or Service	Total Number in State	Estimated Number of Payroll Firms Based on Per cent in Sample	Mean Number of Workers in Firms in the Sample	Estimated Number of Workers in Firms in the State
Lumber and Wood Products	884	830	19	15,770
Meat Processing and Wholesales	165	123	19	2,397
Nursery Production, Sales and Landscaping Services	310	288	2	576
Ornamental Plant Service and Turf Care	190	190	4	760
Pest Control Service	208	132	2	264
Poultry and Poultry Processing and Sales	195	181	7	1,267
Totals	5,443	4,483		49,447

APPENDIX C

ESTIMATED NUMBER OF FULL-TIME AND PART-TIME WORKERS ENGAGED IN OFF-FARM AGRICULTURAL OCCUPATIONS IN ALABAMA BY MAIN PRODUCT OR SERVICE CATEGORIES USING MODAL NUMBER OF PERSONS EMPLOYED PER FIRM AND PERCENTAGE OF PAYROLL FIRMS IN THE TWENTY SAMPLE COUNTIES AS A BASE[1]

Main Product or Service	Mode Number Persons Employed per Firm	Estimated Number of Payroll Firms in State	Estimated Number of Workers
Agricultural Chemical Manufacturers and Wholesales	5	175	875
Dairy Products Manufacturers and Distributors	11	189	2,079
Cotton Processing, Sales and Warehousing	5	369	1,805
Farm Machinery and Equipment Retail Sales and Service	8	268	2,144
Farm Service	2	435	870
Farm Supply Retail Stores	6	564	1,128
Feed Manufacturers and Wholesales	6	247	1,482
Flower Production and Sales	2	233	466
Food Processing and Distribution	2	177	354
Livestock Sales and Service	2	222	444
Lumber and Wood Products	2	830	1,660
Meat Processing and Wholesales	4	123	492
Nursery Production, Sales and Landscaping Service	4	288	1,152

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[1] Excludes government agricultural services and farm machinery manufacturers and wholesales.

APPENDIX C (continued)

Main Product or Service	Mode Number Persons Employed Per Firm	Estimated Number of Payroll Firms in State	Estimated Number of Workers
Ornamental Plant Service and Turf Care	2	190	380
Pest Control Service	4	132	528
Poultry and Poultry Processing and Sales	6	181	1,086
Totals		4,483	16,945

APPENDIX D

EMPLOYMENT OPPORTUNITIES IN OFF-FARM AGRICULTURAL OCCUPATIONS

(Interview Schedule I)

Definition:

The term off-farm agricultural occupations or "agri-business and industry" refers to those occupations, businesses and industries that provide supplies and services to indiduals in the production of plants and animals. These plants and animals include those used for feed, food, fiber, shelter and pleasure. In attempting to classify the occupations, businesses and industries there are two factors of delimitation: (1) what the worker does is the criterion to use in the classification of the occupation, not where the worker works and (2) "agri-businesses and industries" are those businesses and industries that exist primarily for the purpose of providing supplies and services, either directly or indirectly, to those individuals producing plants and animals.

I. Company (firm, organization, agency or service)

County No.________
Main product, or service, of the company______________
Percentage of business agricultural oriented__________

Which of the following does the firm perform? (Check all that apply.)

1. ( ) Manufacturing
2. ( ) Processing
3. ( ) Purchasing
4. ( ) Sales
5. ( ) Service
6. ( ) Warehousing
7. ( ) Others
   Specify__________

Position of person interviewed:

1. ( ) Owner
2. ( ) Owner-Manager
3. ( ) Manager (hired)
4. ( ) Personnel Director
5. ( ) Sales Manager
6. ( ) Office Manager
7. ( ) Other
   Specify__________

II. Employees

Total number of persons employed by company
Total number of persons employed full time
Total number of persons employed part time
Total number of persons employed in which an agricultural background or training is desirable____________

Employees in which an agricultural background or training is desirable: (Enter your county number____)

	Number employed							Estimated turn-over is one employee every (check interval) years					*Level of employment	*Monthly salary	
	Full-time			Part-time											
Job Title	One year ago	Now	Five years from now	One year ago	Now	Five years from now	Months employed per year	1-2	3-4	5-6	7-9	10-above		Start	Top

*Monthly Salary Code

1. $100-150
2. 151-250
3. 251-350
4. 351-450
5. 451-550
6. 551-651
7. 651-750
8. 751-850
9. 851-above

*Level of Employment Code

1. Semi-skilled
2. Skilled
3. Clerical
4. Sales
5. Supervisor
6. Manager
7. Service
8. Technical
9. Professional

Company recruits replacements and new employees with agricultural background or training through: (Check all that apply.)

☐ State Employment Service
☐ College Employment Bureaus
☐ High Schools
☐ Advertisements in newspapers
☐ Advertisements in trade journals
☐ Direct contact with persons in other similar businesses
☐ Recommendation of friends
☐ Recommendation of present employees
☐ Others (Specify)